

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Resources and Housing	Service area: Housing Leeds
Lead person: Phillip Charlton	Contact number: 3781060

1. Title: The 2018 Housing Revenue Account Investment Plan

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

2. Please provide a brief description of what you are screening

High level investment proposals for the Housing Revenue Account (HRA) stock over the next 10 years. The HRA stock consists of c56,000 homes/dwellings, c6,000 garages and several hundred commercial properties, housing offices etc.

The 2018 Investment Plan details how investment will focus on improving safety and security of residents and improving the energy efficiency of the high-rise and non-traditional stock, and thereby reducing fuel poverty, cutting carbon and improving health outcomes whilst still maintaining decent homes. This is consistent with the Leeds Homes Refurbishment Standard and HRA Asset Management Strategy previously presented to Executive Board.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	x	
Have there been or likely to be any public concerns about the policy or proposal?		x
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	x	
Could the proposal affect our workforce or employment practices?		x
Does the proposal involve or will it have an impact on <ul style="list-style-type: none">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations	x	

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

The Investment Plan details how funding will be allocated to different types of work over the next ten years. All council housing tenants and our leaseholders are likely to be affected by the proposals in some way. Freeholders living alongside council housing tenants may also be affected indirectly, either by investment in neighbouring, council-owned properties or in nearby public space associated with council housing, as will private tenants and owners living near to council-owned housing.

There has been consultation with parties affected by the plan. To date, this has included the plan being discussed and agreed with the Executive Member for Communities; and discussed with, and supported by, the Housing Advisory Board. Detailed capital programme proposals will be presented to Executive Board each year as part of the budget setting process and, ultimately, approved by full council.

Tenants and residents affected by individual schemes of work are also consulted with on a scheme by scheme basis and local ward members receive regular updates on proposals for their areas.

Community led programmes of environmental works (e.g. the Environmental Improvement Programme) are led by members and community representatives.

It should also be noted that (with the exception of expenditure on aids and adaptations) investment decisions are predominantly based on the age and/or condition of the property itself (or component parts of it) rather than the characteristics of the person/people living in the property.

The principles that underpin this investment plan are contained within the HRA Asset Management Strategy. These were discussed with and agreed with the Executive Member for Communities, Housing Advisory Board Voice of Involved Tenants Across Leeds group, before being approved by Executive Board in March 2017, as part of a wider report on the revised HRA Business Plan.

This strategy notes the levels of inequality and deprivation present in the city and details how they will be addressed through investment in the HRA stock.

- **Key findings**

(think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The proposals contained in this investment plan will have a positive impact on a number of different equality characteristics, particularly those relating to:

- disability and carers (through the funding of aids and adaptations, building bespoke adapted properties etc);
- age (through investment in remodelling sheltered housing, funding aids and adaptations etc);
- improving health and wellbeing (through the installation of central heating and insulation, addressing damp and mould issues, rectifying disrepair etc); and
- tackling poverty (through the installation of insulation, replacement of expensive electrical heating systems and provision of low cost district heating schemes etc to reduce fuel bills).

Investment in environmental works and other community promoted schemes (play areas, community gardens etc) also has the potential to help bring groups/communities together.

It is not anticipated that there will be a negative impact on any equality characteristics from this investment.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

The positive impact of housing investment will be promoted through numerous channels including:

- update reports to various boards and panels (e.g. Executive Board, Housing Advisory Panels);
- Housing Leeds Matters communications; and
- Tenant communications, Housing Leeds website and social media channels.

5. If you are **not already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment.****

Date to scope and plan your impact assessment:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Tbc	Tbc	Tbc
Date screening completed		tbc

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: